



SCOTTISH CHILDREN'S REPORTERS ADMINISTRATION

**EMPLOYEE  
INFORMATION**

**2023**

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## 1. Introduction

The purpose of this report is to demonstrate the Scottish Children's Reporter Administration's compliance with the Equality Act 2010 general duty across our employment functions. It summarises the equality employment monitoring data for staff for the period 31 January 2023 to 31 January 2024, using data taken from our e-hr system.

The report focuses on the main protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin and national identity), religion or belief, sex and sexual orientation.

We continue to monitor and encourage our workforce to complete their equality data to meet our legal obligations and in line with good practice and the Scottish census categories. Awareness campaigns of the importance of recording equality data in SCRA has increased self-reporting slightly in respect of disability and religion or belief.

SCRA recognises equality for care experienced young people and to provide them with protection from discrimination and harassment. We recognise this as the "tenth protected characteristic".

## 2. Staff In Post

SCRA has 481 employees (414 full time equivalents) as at 31 January 2024. This is a reduction of 6 employees compared to our previous Employee Information Report produced in January 2023 when we had 487 employees.

## 3. Current Composition On Protected Characteristics

The following composition of staff as at 31 January 2024 is based on a total staff group of 481 staff and excludes our board members.

Age Band	16 24	25 34	35 44	45 54	55 64	65+
Jan 2024						2.1%
Jan 2023	2.5%	13.1%	24.0%	30.6%	28.1%	1.6%
Jan 2022	2.7%	13.7%	24.7%	31.1%	25.3%	2.5%
Jan 2021	1.2%	15.0%	24.4%	33.3%	23.0%	3.0%

(Jan 2024 – n 481)

Disability Status	Employees with a Disability	Employees with no Disability	% increase in reporting
Jan 2024			5.9%
Jan 2023	5.1%	94.9%	21.4%
Jan 2022	4.2%	95.8%	-8.7%
Jan 2021	4.6%	95.4%	-6.1%

(Jan 2024 – n 481)

The January 2024 information shows an increase of 5.9% in staff reporting a disability.

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
Jan 2024				76.3%
Jan 2023	0.0%	23.6%	0.4%	76.0%
Jan 2022	0.0%	21.6%	0.4%	78.0%
Jan 2021	0.0%	19.8%	0.6%	79.6%

(Jan 2024 – n 481)

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
Jan 2024				28.7%
Jan 2023	45.0%	13.6%	14.6%	26.9%
Jan 2022	43.5%	12.5%	14.6%	29.3%
Jan 2021	46.3%	12.2%	14.8%	26.7%

(Jan 2024 – n 481)

Pregnancy	Pregnancy & Maternity
Jan 2024	3.1%
Jan 2023	1.8%
Jan 2022	4.2%
Jan 2021	4.6%

(Jan 2024 – n 481)

Ethnic Origin / Race	White	Global Majority	Not Disclosed
Jan 2024	62.2%	2.5%	35.3%
Jan 2023	65.5%	2.5%	32.0%
Jan 2022	63.8%	2.3%	33.9%
Jan 2021	66.1%	2.2%	31.7%

(Jan 2024 – n 481)

**White includes:** Any other White Background, British, English, Irish, Northern Irish, Scottish, Welsh.

**Global Majority includes:** Any other Asian Background, Any other Mixed Background, Chinese, African, Pakistani, Other.

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
Jan 2024	18.3%	8.7%	73.0%
Jan 2023	20.3%	7.8%	71.9%
Jan 2022	19.1%	6.9%	74.0%
Jan 2021	19.0%	6.4%	74.5%

(Jan 2024 – n 481)

Sex	Male	Female
Jan 2024		89.0%
Jan 2023	11.3%	88.7%
Jan 2022	11.7%	88.3%
Jan 2021	12.0%	88.0%

(Jan 2024 – n 481)

The overall sex ratio of female to males, based on headcount, across SCRA as a whole is 89% to 11%, and this shows a male reduction of 0.3% compared with January 2023 figures.

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
Jan 2024			71.1%
Jan 2023	2.1%	27.3%	70.6%
Jan 2022	2.5%	25.2%	72.3%
Jan 2021	2.2%	24.3%	73.5%

(Jan 2024 – n 481)

SCRA recognises Care Experience as our 10<sup>th</sup> protected characteristic.

Care Experience	Yes	No	Prefer Not to Say	Not Disclosed
2023				90.3%
2022	0.8%	7.4%	0.4%	91.4%
2021	0.6%	4.3%	0.2%	94.0%

## 4. SCRA's Board

SCRA's Board represents the Scottish Government's aim of gender diversity and the gender representation on our Board, as guided by the Gender Representation on Public Boards (Scotland) Act 2018 where the use of gender in this context is appropriate. We currently have 2 males and 6 females on SCRA's Board (a 25/75% split).

All SCRA's Board members have been selected and appointed via the Scottish Government's public appointments process and bring extensive and relevant expertise. The following Board members, in their lead roles are involved in committees that may have an impact on our inclusion and diversity agenda:

- Michelle Miller chairs the Board
- James Edgar chairs the Audit & Risk Committee
- Martin Toye is Information Governance Board Lead

SCRA's Remuneration & Nominations Committee's purpose is to:

- To oversee the Administration’s scheme of salaries, and to ensure that its arrangements for the remuneration and financial benefits of its staff are consistent with the recruitment of suitable personnel and the maintenance of a high level of motivation within the organisation.
- To receive reports from the Principal Reporter/Chief Executive on the Executive Team Development programme (to include an element of succession planning).
- Influence and shape Board appointments as part of creating a more diverse board. All members of the Board attend the Committee, chaired by Suzie Vestri.

A recruitment exercise for two Board Members and Board Chair, commenced in January 2024. One new Board Member and new Chair will take position, effective June 2024 and a further Board appointment will commence on 1<sup>st</sup> November 2024.

## 5. Recruitment

The tables below show the percentage of applications by protected characteristic, along with the subsequent percentage by characteristic of those subsequently shortlisted and appointed in 2023.

All equality monitoring data provided by applicants is accessed by HR only. This information is removed prior to shortlisting or appointing and is used to inform our work to improve workforce diversity.

SCRA intend to implement an e-recruitment process in 2024 which will ask applicants to complete an equal opportunities form before submitting an application.

These statistics should be viewed with the 2022 Scottish Census data once fully available to provide a fuller context as to representation of the Scottish public more generally.

AGE

### Applicants

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not disclosed
2023	11.3%	35.1%	23.5%	16.2%	7.5%	0.0%	6.4%
2022	12.0%	28.5%	23.4%	15.2%	10.1%	0.0%	10.8%
2021	14.7%	35.6%	22.1%	16.5%	5.3%	0.4%	5.3%
2020	14.8%	30.2%	21.3%	19.3%	10.1%	0.3%	4.1%

From 2022 shows a notable increase of 6.6% within the 24 – 34 age bracket and a reduction of 2.6% in the number of applicants in the 55 – 64 age band. Additionally, there was a noteworthy drop of 4.4% in the number of applicants not wishing to disclose their age.

### Shortlisted

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2023							5.6%
2022	9.7%	29.1%	23.3%	17.5%	9.7%	0.0%	10.7%
2021	11.8%	33.2%	24.6%	19.0%	4.8%	0.3%	5.9%
2020	8.6%	31.6%	26.7%	18.8%	9.4%	0.0%	4.9%

### Appointed

Year	16 to 23	24 to 34	35 to 44	45 to 54	55 to 64	65+	Not Disclosed
2023							0.0%
2022	6.9%	34.5%	31.0%	13.8%	3.4%	0.0%	10.3%
2021	9.1%	34.1%	28.4%	23.9%	2.3%	1.1%	1.1%
2020	5.0%	23.8%	37.5%	22.5%	6.3%	0.0%	5.0%

### DISABILITY

### Applicants

Year	% with a disability	% with no disability	% Not Disclosed	% Using the Guaranteed Interview Scheme
2023				0.5%
2022	10.1%	80.4%	9.5%	0.0%
2021	6.5%	85.1%	8.3%	0.0%
2020	6.5%	88.1%	5.1%	0.1%

2023 shows a decrease of applicants with a disability by 2.3%.

### Shortlisted

Year	% with a disability	% with no disability	% Not Disclosed	% Using the Guaranteed Interview Scheme
2023				0.8%
2022	4.9%	84.5%	10.7%	0.0%
2021	5.5%	85.5%	9.0%	0.0%
2020	9.4%	82.3%	8.3%	0.4%

## Appointed

Year	% with a disability	% with no disability	% Not Disclosed	% Using the Guaranteed Interview Scheme
2023				0.0%
2022	0.0%	86.2%	13.8%	0.0%
2021	3.4%	90.9%	5.7%	0.0%
2020	8.8%	80.0%	11.3%	0.0%

## GENDER REASSIGNMENT

## Applicants

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023				11.5%
2022	0.0%	89.2%	0.0%	10.8%
2021	0.2%	90.7%	0.0%	9.1%
2020	0.0%	93.0%	1.4%	5.6%

## Shortlisted

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023				8.4%
2022	0.0%	88.3%	0.0%	11.7%
2021	0.0%	92.0%	0.0%	8.0%
2020	0.0%	92.5%	0.0%	7.5%

## Appointed

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023				11.7%
2022	0.0%	89.7%	0.0%	10.3%
2021	0.0%	95.5%	0.0%	4.5%
2020	0.0%	92.5%	0.0%	7.5%



MARRIAGE AND CIVIL PARTNERSHIP

**Applicants**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2023				12.2%
2022	36.7%	28.5%	20.3%	14.6%
2021	28.3%	41.2%	20.9%	9.6%
2020	36.3%	33.7%	23.2%	6.9%

**Shortlisted**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2023				12.0%
2022	41.7%	29.1%	17.5%	11.7%
2021	32.5%	39.4%	18.4%	9.7%
2020	40.2%	28.9%	22.9%	7.9%

**Appointed**

Year	Married/ Civil Partner	Single	Other	Not Disclosed
2023				9.1%
2022	44.8%	31.0%	13.8%	10.3%
2021	47.7%	34.1%	13.7%	4.5%
2020	41.3%	27.5%	23.8%	11.3%

RACE

**Applicants**

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023			7.3%
2022	85.4%	3.8%	10.8%
2021	89.7%	2.5%	7.8%
2020	93.1%	2.1%	4.8%

There is an increase of 2.3% in applicants from the Global Majority.

**Shortlisted**

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023			6.8%
2022	88.3%	1.9%	9.7%
2021	87.9%	3.1%	9.0%
2020	92.5%	1.1%	6.4%

### Appointed

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023			2.6%
2022	89.7%	0.0%	10.3%
2021	92.0%	2.3%	5.7%
2020	92.5%	1.3%	6.3%

### RELIGION OR BELIEF

### Applicants

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2023			16.7%
2022	29.1%	53.2%	17.7%
2021	34.5%	54.6%	10.7%
2020	34.9%	55.1%	10.0%

### Shortlisted

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2023			18.0%
2022	37.9%	44.7%	17.5%
2021	36.3%	52.9%	10.4%
2020	37.9%	50.4%	11.7%

### Appointed

Year	Religion/Belief	No Religion/Belief	Not Disclosed
2023			5.2%
2022	20.7%	62.1%	17.2%
2021	31.8%	59.1%	9.1%
2020	27.5%	60.0%	12.5%

SEX

**Applicants**

Year	Male	Female	Non binary	Not Disclosed
2023				8.9%
2022	9.5%	79.1%	0.0%	11.4%
2021	10.5%	81.9%	0.7%	6.9%
2020	14.9%	79.7%	0.1%	5.3%

A 1.6% increase in male applicants compared to 2022 with a 2.5% decrease in applicants not willing to disclose their sex compared to the previous year.

**Shortlisted**

Year	Male	Female	Non binary	Not Disclosed
2023				9.6%
2022	9.7%	78.6%	0.0%	11.7%
2021	9.0%	83.0%	0.3%	7.3%
2020	10.2%	82.3%	0.0%	7.5%

**Appointed**

Year	Male	Female	Non binary	Not Disclosed
2023				3.9%
2022	6.9%	82.8%	0.0%	10.3%
2021	4.5%	93.2%	0.0%	2.3%
2020	11.3%	81.3%	0.0%	1.3%

There was no significant difference in the number of male appointments made compared to a notable increase of 6.8% in the number of females appointed. The table indicates that the appointed people were more inclined to disclose their sex compared to 2022.

SEXUAL ORIENTATION

**Applicants**

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2023			16.0%
2022	3.8%	84.2%	12.0%
2021	8.0%	82.4%	9.6%
2020	4.5%	87.2%	8.3%

### Shortlisted

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2023			14.8%
2022	4.9%	82.5%	12.6%
2021	7.9%	82.0%	10.0%
2020	6.4%	83.1%	10.5%

### Appointed

Year	Bisexual/Gay/ Lesbian/Other	Heterosexual/ Straight	Prefer not to say/ Not Disclosed
2023	5.2%	80.5%	14.3%
2022	3.4%	86.2%	10.3%
2021	5.7%	86.4%	8.0%
2020	3.8%	85.0%	11.2%

We saw an increase in the number of applications received right through to appointments from Bisexual/Gay/Lesbian/Other candidates.

### 6. Numbers of part-time and full-time staff

Age Band	16 24	25 34	35 44	45 54	55 64	65+
<b>2023</b>						
<b>Full Time</b>	2.3%	10.0%	13.1%	19.8%	15.2%	0.8%
<b>Part Time</b>	0.6%	2.5%	11.6%	9.6%	13.3%	1.0%
<b>2022</b>						
<b>Full Time</b>	2.3%	9.7%	14.4%	21.4%	15.4%	0.4%
<b>Part Time</b>	0.2%	3.5%	9.7%	9.2%	12.7%	1.2%
<b>2021</b>						
<b>Full Time</b>	2.5%	10.6%	15.6%	19.7%	15.2%	1.8%
<b>Part Time</b>	0.2%	3.1%	9.4%	11.0%	10.0%	1.7%
<b>2020</b>						
<b>Full Time</b>	1.0%	11.8%	13.6%	20.7%	11.8%	0.4%
<b>Part Time</b>	0.2%	3.2%	10.8%	12.4%	11.4%	2.6%

Disability Status	Employees with a Disability	Employees with no Disability	Not Disclosed
<b>2023</b>			
Full Time		16.2%	41.8%
Part Time	2.3%	7.7%	28.9%
<b>2022</b>			
Full Time	2.9%	18.1%	42.5%
Part Time	2.3%	7.2%	27.1%
<b>2021</b>			
Full Time	2.7%	15.8%	46.1%
Part Time	1.5%	8.1%	25.8%
<b>2020</b>			
Full Time	2.0%	14.4%	42.9%
Part Time	2.6%	8.8%	29.3%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
<b>2023</b>				
Full Time				44.9%
Part Time	0.0%	7.1%	0.4%	31.4%
<b>2022</b>				
Full Time	0.0%	17.5%	0.0%	46.0%
Part Time	0.0%	6.2%	0.4%	30.0%
<b>2021</b>				
Full Time	0.0%	14.8%	0.0%	49.7%
Part Time	0.0%	6.7%	0.4%	28.3%
<b>2020</b>				
Full Time	0.0%	12.4%	0.2%	46.7%
Part Time	0.0%	7.4%	0.4%	32.9%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
<b>2023</b>				
Full Time				19.1%
Part Time	19.5%	3.1%	6.0%	10.2%
<b>2022</b>				
Full Time	26.1%	10.1%	9.2%	18.1%
Part Time	18.9%	3.5%	5.3%	8.8%
<b>2021</b>				
Full Time	25.2%	9.6%	9.2%	20.4%
Part Time	18.3%	2.9%	5.4%	8.9%
<b>2020</b>				
Full Time	24.0%	9.2%	8.4%	17.6%
Part Time	22.2%	3.0%	6.4%	9.1%

Pregnancy	Pregnancy/Maternity
<b>2023</b>	
Full Time	1.5%
Part Time	1.7%
<b>2022</b>	
Full Time	1.6%
Part Time	0.2%
<b>2021</b>	
Full Time	1.9%
Part Time	1.5%
<b>2020</b>	
Full Time	1.4%
Part Time	1.6%

Ethnic Origin / Race	White	Global Majority	Not Disclosed
<b>2023</b>			
Full Time		1.0%	22.0%
Part Time	24.1%	1.5%	13.3%
<b>2022</b>			
Full Time	42.7%	0.8%	19.9%
Part Time	22.8%	1.6%	12.1%
<b>2021</b>			
Full Time	40.7%	0.8%	23.1%
Part Time	23.1%	1.3%	10.8%
<b>2020</b>			
Full Time	37.8%	0.8%	20.6%
Part Time	28.3%	1.6%	10.9%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
<b>2023</b>			
Full Time			43.7%
Part Time	7.1%	2.5%	29.3%
<b>2022</b>			
Full Time	13.6%	5.5%	44.4%
Part Time	6.8%	2.3%	27.5%
<b>2021</b>			
Full Time	12.7%	4.8%	47.0%
Part Time	6.4%	2.1%	27.0%
<b>2020</b>			
Full Time	11.8%	4.2%	43.3%
Part Time	7.0%	2.6%	31.1%

Sex	Male	Female
<b>2023</b>		
Full Time		51.6%
Part Time	1.5%	37.4%
<b>2022</b>		
Full Time	9.7%	53.8%
Part Time	1.6%	34.9%
<b>2021</b>		
Full Time	10.2%	54.3%
Part Time	1.5%	33.9%
<b>2020</b>		
Full Time	9.8%	49.5%
Part Time	2.2%	38.5%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
<b>2023</b>			
Full Time			40.7%
Part Time	0.4%	8.1%	30.4%
<b>2022</b>			
Full Time	1.6%	19.3%	42.5%
Part Time	0.4%	8.0%	28.1%
<b>2021</b>			
Full Time	1.9%	17.0%	45.7%
Part Time	0.6%	8.3%	26.6%
<b>2020</b>			
Full Time	1.8%	15.2%	42.3%
Part Time	0.4%	9.0%	31.3%

## 7. Training and Development

### Training Courses Attended 1 January 2023 to 31 December 2023

SCRA remains committed to developing our people to ensure that they have the skills to work safely, perform well within their current roles, increase their ability to adapt positively to change and continue to develop and progress to reach their full potential. SCRA's front line operational staff attend regular training sessions to improve their knowledge of procedures and Practice Direction to ensure they remain compliant with regulations and legislation in their decision-making and supporting processes.

There was a significant increase in the average training days in 2023 as additional learning opportunities were offered as virtual training methods and online courses.

Date	Based on Number of Employees	Average training days delivered by SCRA
01 January 2022 to 31 December 2022	487	4.64
01 January 2020 to 31 December 2020	499	1.43

Learning is recorded on our e-hr system with staff encouraged to self-record any personal learning.

Age Band	16 24	25 34	35 44	45 54	55 64	65+
2023	1.4%	12.8%	27.1%	31.1%	26.8%	0.8%
2022	0.8%	13.9%	26.3%	36.2%	21.8%	0.9%
2021	1.4%	27.0%	32.2%	25.0%	14.2%	0.2%
2020	0.0%	23.3%	37.0%	19.2%	20.5%	0.0%

Disability Status	Employees with a Disability	Employees with no Disability	Not Disclosed
2023	4.8%	23.4%	71.8%
2022	4.7%	32.3%	63.1%
2021	5.8%	14.0%	80.0%
2020	9.6%	13.7%	76.7%

2023				74.8%
2022	0.0%	29.5%	0.2%	70.4%
2021	0.0%	18.3%	0.2%	81.6%
	0.0%	11.0%	0.0%	97.3%



Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2023				26.5%
2022	50.0%	11.2%	14.1%	24.7%
2021	30.3%	10.0%	8.5%	51.1%
2020	30.1%	5.5%	15.1%	49.3%

Pregnancy	Pregnancy/Maternity
2023	5.4%
2022	0.4%
2021	1.1%
2020	5.5%

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023			34.2%
2022	70.0%	2.2%	27.8%
2021	45.2%	1.6%	53.2%
2020	46.6%	1.4%	52.0%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2023			71.0%
2022	24.6%	9.6%	65.8%
2021	11.3%	6.8%	81.9%
2020	17.8%	2.7%	79.5%

Sex	Male	Female
2023		89.3%
2022	11.1%	88.7%
2021	10.1%	89.9%
2020	5.5%	94.5%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2023			71.2%
2022	2.1%	29.8%	68.1%
2021	3.7%	17.3%	79.0%
2020	2.7%	20.5%	76.8%

## 8. Maternity Leave Returners

In the period 1 April 2023 to 31 January 2024, 11 employees returned from maternity leave. There were no reported leavers after their maternity leave period had ended. The monitoring of pregnancy and maternity information and return to work after maternity leave is fully embedded in our HR process.

Return rates after maternity leave remain high. This reflects the wide range of inclusive flexible working opportunities available and the support we offer to managers to successfully manage the return to work of an employee from maternity leave.

Age Band	16-24	25-34	35-44	45-54	55-64	65+
2023	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
2022	0.0%	45.5%	54.5%	0.0%	0.0%	0.0%
2021	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%
2020	7.7%	53.8%	38.5%	0.0%	0.0%	0.0%

Disability Status	Employees with a Disability	Employees with no Disability	Not Disclosed
2023	0.0%	35.7%	64.3%
2022	0.0%	9.1%	90.9%
2021	0.0%	22.2%	77.8%
2020	0.0%	23.1%	76.9%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023	0.0%	28.6%	0.0%	71.4%
2022	0.0%	9.1%	0.0%	90.9%
2021	0.0%	16.7%	0.0%	83.3%
2020	0.0%	7.7%	0.0%	92.3%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2023	35.7%	14.3%	7.1%	42.9%
2022	27.3%	9.1%	9.1%	54.5%
2021	22.2%	11.1%	11.1%	55.6%
2020	46.2%	0.0%	15.3%	38.5%

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023	42.9%	0.0%	57.1%
2022	18.2%	0.0%	81.8%
2021	30.8%	15.4%	53.8%
2020	30.8%	15.4%	53.8%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2023	7.1%	14.3%	78.6%
2022	0.0%	9.1%	90.9%
2021	5.6%	11.1%	83.3%
2020	23.1%	0.0%	76.9%

Sex	Male	Female
2023	0.0%	100%
2022	0.0%	100%
2021	0.0%	100%
2020	0.0%	100%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2023	0.0%	35.7%	64.3%
2022	0.0%	9.1%	90.9%
2021	0.0%	22.2%	77.8%
2020	2.0%	23.1%	76.9%

## 9. Return to work of employees with a disability following sick leave relating to their disability

As shown above, 5.4% of our workforce has disclosed that they consider themselves to have a disability. Disclosure remains entirely voluntary, however, and 94.6% of the workforce has chosen not to declare or has not disclosed this information as at 31 January 2024.

Occupational Health continue to work with our managers and staff to identify the reasonable adjustments that could be implemented to provide the appropriate support for each individual at work. SCRA encourages employees with a disability to consider the use of the Disability Leave Policy as a supportive measure.

We have been confirmed as a Disability Confident Employer under the Department for Work & Pensions' Disability Confident Scheme. We endeavour to work towards Disability Confident Leader status.

This means we are committed to attract, recruit and retain people who live with a disability for their skills and talent and the value this brings to our workforce and workplace.

Age Band	16 24	25 34	35 44	45 54	55 64	65+
2023	0.0%	11.1%	18.5%	48.1%	22.2%	0.0%
2022	0.0%	7.7%	11.5%	30.8%	50.0%	0.0%
2021	0.0%	0.0%	21.1%	31.6%	47.4%	0.0%
2020	0.0%	0.0%	57.1%	28.6%	0.0%	14.3%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023	0.0%	18.5%	3.7%	77.8%
2022	0.0%	11.5%	3.8%	84.6%
2021	0.0%	10.5%	0.0%	89.5%
2020	0.0%	0.0%	0.0%	100%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2023	40.7%	11.1%	25.9%	22.2%
2022	19.2%	26.9%	42.3%	11.5%
2021	47.4%	5.3%	36.8%	10.5%
2020	42.9%	0.0%	28.6%	28.5%

Pregnancy	Pregnancy/Maternity
2023	0.0%
2022	0.0%
2021	0.0%
2020	0.0%

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023	55.6%	0.0%	44.4%
2022	88.5%	0.0%	11.5%
2021	89.5%	0.0%	10.5%
2020	71.4%	0.0%	28.6%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2023	18.5%	7.4%	74.1%
2022	30.8%	7.7%	61.5%
2021	63.2%	21.1%	15.8%
2020	14.3%	14.3%	71.4%

Sex	Male	Female
2023	0.0%	100.0%
2022	0.0%	100.0%
2021	21.1%	78.9%
2020	14.3%	85.7%

Sexual Orientation	Bisexual/Gay /Lesbian/Other	Heterosexual	Not Disclosed
2023	0.0%	33.3%	66.7%
2022	0.0%	42.3%	57.7%
2021	21.1%	52.6%	26.3%
2020	14.3%	28.6%	57.1%

## 10. Employee Relations

### Grievances

There was 1 grievance case in 2023.

### Disciplinary action

There were no disciplinary cases processed in 2023.

### Dignity at Work

There was 1 Dignity at Work case in 2023.

## II. Reasons for leaving

Staff leave SCRA for a number of reasons including retirement, resignation and end of contract. Thirty four people left SCRA during 2023.

<b>Leavers Reason</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Death in Service				
End of Contract	3	4	3	4
End of Sessional Contract				
Ill Health Retiral	2	4	2	1
Left the organisation				
Other reason		1		
Personal				
Resignation	18	18	18	5
Resignation – Ill Health				
Retirement	10	7	8	5
Retirement - Early				
Voluntary Redundancy/ Voluntary Efficiency Retiral			1	4
<b>Total of Employees</b>				

<b>Age Band</b>	<b>16 24</b>	<b>25 34</b>	<b>35 44</b>	<b>45 54</b>	<b>55 64</b>	<b>65+</b>
<b>2023</b>	5.9%	8.8%	11.8%	23.5%	32.4%	17.6%
<b>2022</b>	6.4%	21.3%	19.1%	14.9%	27.7%	10.6%
<b>2021</b>	4.7%	16.3%	11.6%	18.6%	30.2%	18.6%
<b>2020</b>	0.0%	7.7%	7.7%	19.2%	57.7%	7.7%

<b>2023</b>			64.7%
<b>2022</b>	6.4%	25.5%	68.1%
<b>2021</b>	7.0%	16.3%	76.7%
<b>2020</b>	11.5%	3.8%	84.6%

Gender reassignment	Transgender	Non Transgender	Prefer Not to Say	Not Disclosed
2023				79.4%
2022	0.0%	27.7%	0.0%	72.3%
2021	0.0%	9.3%	2.3%	88.4%
2020	0.0%	7.7%	0.0%	86.4%

Pregnancy	Pregnancy/ Maternity	Not Disclosed
2023	0.0%	100%
2022	0.0%	100%
2021	0.0%	100%
2020	0.0%	100%

Marital & Civil Partnership	Married/ Civil Partnership	Single	Other	Not Disclosed
2023	20.6%	8.8%	23.5%	47.1%
2022	36.2%	2.1%	19.1%	42.6%
2021	34.9%	2.3%	7.0%	55.8%
2020	46.2%	3.8%	11.5%	38.5%

Ethnic Origin / Race	White	Global Majority	Not Disclosed
2023	64.7%	0.0%	35.3%
2022	57.4%	0.0%	42.6%
2021	44.2%	0.0%	55.8%
2020	61.5%	0.0%	38.5%

Religion/Belief	Religion/Belief	No Religion/Belief	Not Disclosed
2023	23.5%	2.9%	73.5%
2022	10.6%	12.8%	76.6%
2021	7.0%	2.3%	90.7%
2020	15.4%	0.0%	84.6%

Sex	Male	Female
2023	14.7%	85.3%
2022	14.9%	85.1%
2021	11.6%	88.4%
2020	11.5%	88.5%

Sexual Orientation	Bisexual/Gay/ Lesbian/Other	Heterosexual	Not Disclosed
2023			73.5%
2022	8.5%	25.5%	66.0%
2021	0.0%	20.9%	79.1%
2020	0.0%	11.5%	88.5%



Do you have suggestions on how to increase our workforce diversity that the Inclusion & Diversity Steering Group could consider for our next publication?

Please email: [equalities@scra.gov.uk](mailto:equalities@scra.gov.uk)

or write to us at:

Inclusion & Diversity Manager,  
SCRA,  
Ochil House,  
Springkerse Business Park,  
Stirling,  
FK7 7XE